MAR 3 1 1989
A3 3/988
L 2.122/33: A3 3/988

Area Wage Survey
Asheville, NC
March 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
May 1988

This summary presents results of a March 1988 survey of occupational wages and employee benefits in the Asheville Metropolitan Statistical Area, which consists of Buncombe County. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 73 establishments employing 18,856 workers was selected to represent 170 establishments employing 30,437 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

L 2.122/33:

READEX FICHE best copy available

Table 1. Hourly earnings[1] of selected occupations in Asheville, NC, March 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00
Secretaries	63	8.48	8.32	7.15– 9.72	–	–	–	–	1	3	6	3	9	7	3	10	4	7	4	2	–	1	1	–	1	–	1
Secretaries I	29	7.31	7.10	6.40– 7.50	–	–	–	–	1	3	6	3	8	4	–	3	–	–	–	–	–	–	–	–	–	–	1
Secretaries II	16	9.19	9.59	8.70– 9.72	–	–	–	–	–	–	–	–	–	3	–	3	2	6	1	1	–	–	–	–	–	–	–
Secretaries III	15	9.67	9.23	8.86–10.24	–	–	–	–	–	–	–	–	–	–	3	4	2	1	3	–	–	1	–	–	1	–	–
Key entry operators	42	6.33	6.24	5.88– 6.50	–	–	–	3	3	10	14	4	2	1	2	3	–	–	–	–	–	–	–	–	–	–	–
Key entry operators I	42	6.33	6.24	5.88– 6.50	–	–	–	3	3	10	14	4	2	1	2	3	–	–	–	–	–	–	–	–	–	–	–
File clerks	7	4.45	4.47	– –	–	–	4	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	6	5.62	5.00	– –	–	–	1	–	3	–	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operators	33	5.24	4.75	4.00– 5.87	–	–	14	3	5	3	4	–	–	–	–	4	–	–	–	–	–	–	–	–	–	–	–
Computer operators	14	8.81	8.69	– –	–	–	–	–	–	–	3	1	–	1	1	2	–	3	–	–	1	1	1	–	–	–	–
Computer operators II	10	8.69	8.25	– –	–	–	–	–	–	–	3	1	–	1	–	1	–	1	–	–	1	1	1	–	–	–	–
Drafters	19	9.66	11.49	7.16–11.49	–	–	–	–	–	–	3	–	3	1	–	–	1	–	–	–	11	–	–	–	–	–	–
Electronics technicians	80	13.46	13.15	13.15–14.84	–	–	–	–	–	–	–	–	–	–	–	–	1	4	–	–	3	1	7	32	30	–	2
Electronics technicians II	74	13.63	13.15	13.15–14.84	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	3	1	5	32	29	–	2
Maintenance carpenters	17	11.04	10.78	10.52–12.79	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–	6	–	2	6	–	–	–	–
Maintenance electricians	122	10.67	10.36	8.87–11.70	–	–	–	–	–	–	–	–	–	–	5	27	5	9	17	20	7	2	18	7	5	–	–
Maintenance painters	15	8.98	8.87	7.39–10.52	–	–	–	–	–	–	–	–	4	3	–	1	–	–	1	6	–	–	–	–	–	–	–
Maintenance machinists	47	11.20	10.52	10.36–13.80	–	–	–	–	–	–	–	–	–	–	4	3	–	2	12	7	–	5	–	14	–	–	–
Maintenance mechanics (machinery)	307	9.76	9.50	8.73–10.52	–	–	–	–	–	–	–	2	5	7	–	90	37	31	43	38	17	24	12	–	1	–	–
Maintenance pipefitters	14	9.15	8.87	– –	–	–	–	–	–	–	–	–	–	4	–	5	–	–	1	4	–	–	–	–	–	–	–
Motor vehicle mechanics	39	10.99	10.17	9.05–14.03	–	–	–	–	–	–	4	–	–	1	2	–	5	5	4	4	–	–	1	2	7	4	–
General maintenance workers	116	7.31	7.13	6.31– 8.50	–	–	–	13	1	5	11	10	36	3	7	9	12	–	6	–	3	–	–	–	–	–	–
Tool and die makers	62	13.02	13.90	12.00–13.90	–	–	–	–	–	–	–	–	–	–	–	–	4	–	1	1	2	7	4	42	–	1	–
Truckdrivers	245	10.48	10.11	7.90–14.44	–	–	6	–	4	11	3	6	7	37	23	1	–	–	58	–	9	–	–	–	62	18	–
Truckdrivers, light truck	15	5.52	5.00	4.00– 7.27	–	–	6	–	4	–	–	–	4	–	–	1	–	–	–	–	–	–	–	–	–	–	–
Truckdrivers, tractor-trailer	108	10.07	10.11	8.30–10.11	–	–	–	–	–	–	3	6	3	9	23	–	–	–	46	–	–	–	–	–	–	18	–
Shipping packers	33	6.12	6.36	5.60– 6.58	–	–	1	4	2	6	6	7	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–
Material handling laborers	154	5.95	5.54	4.65– 7.93	16	6	9	19	20	13	11	7	4	46	–	–	–	–	1	2	–	–	–	–	–	–	–
Forklift operators	410	6.95	6.55	6.00– 8.15	–	–	–	–	29	12	140	77	33	13	70	–	24	12	–	–	–	–	–	–	–	–	–
Guards	152	4.85	4.50	3.55– 5.50	23	43	8	9	16	33	4	1	2	1	5	2	1	4	–	–	–	–	–	–	–	–	–
Guards I	152	4.85	4.50	3.55– 5.50	23	43	8	9	16	33	4	1	2	1	5	2	1	4	–	–	–	–	–	–	–	–	–
Janitors, porters, and cleaners	166	5.81	5.79	4.25– 7.04	–	15	33	22	3	11	11	2	49	16	–	–	4	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Asheville, NC, March 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	5	-
In establishments providing paid holidays	95	100
Number of holidays:		
1 holiday	(1)	(1)
3 holidays	2	(1)
4 holidays	4	4
5 holidays	8	9
6 holidays	8	7
Plus 1 half day	1	1
7 holidays	23	16
Plus 1 half day	1	(1)
8 holidays	4	10
Plus 1 half day	-	3
9 holidays	4	6
Plus 1 half day	(1)	(1)
10 holidays	11	20
Plus 1 half day	7	2
11 holidays	7	9
12 holidays	13	11
Average number of paid holidays where provided (in days)	8.2	8.5

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Asheville, NC, March 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	1	–
In establishments providing paid vacations	99	100
Length-of-time payment	74	97
Percentage payment	24	3
Other payment	1	–
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	8	1
1 week	16	38
Over 1 and under 2 weeks	1	3
2 weeks	–	2
3 weeks	–	(*)
1 year of service:		
1 week	73	30
Over 1 and under 2 weeks	11	10
2 weeks	14	58
3 weeks	–	2
2 years of service:		
1 week	41	11
Over 1 and under 2 weeks	15	12
2 weeks	43	75
Over 2 and under 3 weeks	(*)	–
3 weeks	–	2
3 years of service:		
1 week	8	2
Over 1 and under 2 weeks	1	2
2 weeks	81	78
Over 2 and under 3 weeks	9	16
3 weeks	(*)	3
5 years of service:		
1 week	2	1
Over 1 and under 2 weeks	1	2
2 weeks	79	63
Over 2 and under 3 weeks	9	10
3 weeks	7	24
10 years of service:		
1 week	2	1
2 weeks	33	5
Over 2 and under 3 weeks	1	2
3 weeks	51	75
Over 3 and under 4 weeks	9	16
4 weeks	2	2
15 years of service:		
1 week	2	1
2 weeks	17	3
3 weeks	49	42
Over 3 and under 4 weeks	10	12
4 weeks	21	43
Over 4 and under 5 weeks	(*)	–
20 years of service:		
1 week	2	1
2 weeks	16	2
3 weeks	35	22
4 weeks	27	57
Over 4 and under 5 weeks	10	11
5 weeks	8	7
Over 5 and under 6 weeks	(*)	–
25 years of service:		
1 week	2	1
2 weeks	15	2
3 weeks	26	20
4 weeks	23	36
5 weeks	21	29
Over 5 and under 6 weeks	9	9
6 weeks	1	2
30 years of service:		
1 week	2	1
2 weeks	15	2
3 weeks	26	20
4 weeks	23	36
5 weeks	16	28
Over 5 and under 6 weeks	(*)	–
6 weeks	5	1
Over 6 and under 7 weeks	9	9
7 weeks	1	2
Maximum vacation available:		
1 week	2	1
2 weeks	15	2
3 weeks	26	20
4 weeks	23	36
5 weeks	16	28
Over 5 and under 6 weeks	(*)	–
6 weeks	5	2
Over 6 and under 7 weeks	9	9
7 weeks	1	2

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

[*] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Asheville, NC, March 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	99	100
Life insurance	96	99
Noncontributory plans	84	88
Accidental death and dismemberment insurance	71	82
Noncontributory plans	56	59
Sickness and accident insurance or sick leave or both	85	93
Sickness and accident insurance	73	58
Noncontributory plans	61	52
Sick leave (full pay and no waiting period)	31	77
Sick leave (partial pay or waiting period)	2	7
Long-term disability insurance	18	57
Noncontributory plans	15	36
Hospitalization, surgical, and medical insurance	95	100
Noncontributory plans	64	67
Health maintenance organizations	11	13
Noncontributory plans	9	12
Dental care	58	78
Noncontributory plans	41	51
Vision care	17	19
Noncontributory plans	13	17
Alcohol and drug abuse treatment	64	71
Noncontributory plans	45	41
Hearing care	3	1
Noncontributory plans	2	1
Retirement plans	81	86
Noncontributory plans	65	82
Pension	63	73
Noncontributory plans	56	73
Lump sum	28	48
Noncontributory plans	11	10
Other	3	1
Noncontributory plans	–	–

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Asheville, NC,[1] March 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	170	73	30,437	100	19,845	2,839	18,856
Manufacturing	50	73	37	18,620	61	14,558	1,353	11,971
Nonmanufacturing[5]	50	97	36	11,817	39	5,287	1,286	6,885

[1] The Asheville Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Buncombe County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicab and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

Alaska (statewide)
Albany, GA
Albany-Schenectady-Troy, NY
Albuquerque, NM
Alexandria-Leesville, LA
Alpena-Standish-Tawas City, MI
Ann Arbor, MI
Asheville, NC
Atlantic City, NJ
Augusta, GA-SC
Austin, TX[1]
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula-Moss Point, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Champaign-Urbana-Rantoul, IL[1]
Charleston, SC[1]
Chattanooga, TN-GA
Cheyenne, WY
Clarksville-Hopkinsville, TN-KY
Colorado Springs, CO
Columbia-Sumter, SC
Columbus, GA-AL
Columbus, MS
Connecticut (statewide)
Dayton-Springfield, OH
Daytona Beach, FL
Decatur, IL[1]
Des Moines, IA
Dothan, AL
Duluth-Superior, MN-WI
El Paso-Las Cruces-Alamogordo, TX-NM
Eugene-Springfield-Medford-Roseburg-Klamath Falls-Grants Pass, OR
Fayetteville, NC
Fort Lauderdale-Hollywood-Pompano Beach and West Palm Beach-Boca Raton-Delray Beach, FL
Fort Smith, AR-OK
Fort Wayne, IN
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Green Bay, WI[2]
Greensboro-Winston-Salem-High Point, NC[2]
Greenville-Spartanburg, SC
Harrisburg-Lebanon-Carlisle, PA
Jacksonville, FL
Knoxville, TN
LaCrosse-Sparta, WI
Laredo, TX
Las Vegas-Tonopah, NV
Lexington-Fayette, KY
Lima, OH
Little Rock-North Little Rock, AR
Logansport-Peru, IN
Lorain-Elyria, OH
Lower Eastern Shore, MD-VA-DE
Macon, GA
Madison, WI
Maine (statewide)
Manhattan-Junction City, KS
Mansfield, OH
McAllen-Edinburg-Mission and Brownsville-Harlingen, TX
Melbourne-Titusville-Palm Bay, FL
Meridian, MS
Montana (statewide)
Montgomery, AL
Nashville, TN
New Bern-Jacksonville, NC
New Hampshire (statewide)
Norfolk-Virginia Beach-Newport News, VA
North Dakota (statewide)
Northern New York
Northwest Texas
Northwestern Florida
Oklahoma City, OK
Orlando, FL[1]
Oxnard-Ventura, CA
Peoria, IL
Pine Bluff, AR
Portsmouth-Chillicothe-Gallipolis, OH
Poughkeepsie-Orange County-Kingston, NY
Providence, RI
Pueblo, CO
Puerto Rico
Raleigh-Durham, NC
Reno, NV
Riverside-San Bernardino, CA[1]
Salina, KS
Salinas-Seaside-Monterey, CA
Sandusky, OH
Santa Barbara-Santa Maria-Lompoc, CA
Savannah, GA
Selma, AL
Sherman-Denison, TX
Southeastern Massachusetts
South Dakota (statewide)
Southwest Virginia
Spokane, WA
Springfield, IL
Stockton, CA
Tacoma, WA
Topeka, KS
Tucson-Douglas, AZ
Tulsa, OK
Upper Peninsula, MI
Vallejo-Fairfield-Napa, CA
Vermont (statewide)
Virgin Islands of the U.S.
Waco and Killeen-Temple, TX
Waterloo-Cedar Falls, IA
West Virginia (statewide)
Western Massachusetts
Wichita, KS
Wichita Falls-Lawton-Altus, TX-OK
Yakima-Richland-Kennewick-Pasco-Walla Walla-Pendleton, WA-OR

ALSO AVAILABLE—

An annual report on salaries for such jobs as accountants, auditors, public accountants, chief accountants, attorneys, programmers and systems analysts, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, computer operators, and clerical employees is available. Order as BLS Bulletin 2290, *National Survey of Professional, Administrative, Technical, and Clerical Pay: Private Service Industries, March 1987* (Price $5), from: Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690, or Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

U.S. Department of Labor
Bureau of Labor Statistics
Washington, DC 20212

Official Business
Penalty for private use, $3.00

Third Class Mail
Postage & Fees Paid
U.S. Department of Labor
Permit No. G-59

Bureau of Labor Statistics Regional Offices

Region I

John F. Kennedy
Federal Building
Suite 1603
Boston, MA 02203
Phone: 565-2327
(Area Code 617)

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II

Room 808
201 Varick Street
New York, NY 10014
Phone: 337-2400
(Area Code 212)

New Jersey
New York
Puerto Rico
Virgin Islands

Region III

3535 Market Street
PO Box 13309
Philadelphia, PA 19101
Phone: 596-1154
(Area Code 215)

Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV

Suite 540
1371 Peachtree St., NE
Atlanta, GA 30367
Phone: 347-4418
(Area Code 404)

Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V

9th Floor, 230 S. Dearborn St.
Chicago, IL 60604
Phone: 353-1880
(Area Code 312)

Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI

Federal Building
525 Griffin Street, Rm. 221
Dallas, TX 75202
Phone: 767-6971
(Area Code 214)

Arkansas
Louisana
New Mexico
Oklahoma
Texas

Regions VII and VIII

Federal Office Building
911 Walnut St., 15th Floor
Kansas City, MO 64106
Phone: 426-2481
(Area Code 816)

VII
Iowa
Kansas
Missouri
Nebraska

VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X

71 Stevenson Street
PO Box 3766
San Francisco, CA 94119
Phone: 995-5602
(Area Code 415)

IX
Arizona
California
Hawaii
Nevada

X
Alaska
Idaho
Oregon
Washington

United States Department of Labor 75 Years of Working for America's Future

☆ U.S. Government Printing Office: 1988—202-096/80041